

ARMY's

Equal Opportunity (EO) Program



Initial Entry Training



Terminal Learning Objective

Action	Communicate the individual Soldier's obligations in support of the Army's Equal Opportunity (EO) Program and Prevention of Sexual Harassment (POSH) Policies
Conditions	In a classroom environment with access to real-life scenarios and student handouts
Standards	Complete the lesson on the Army's Equal Opportunity (EO) Program Initial Entry Training and achieve a passing score on a separately administered test. A. Define the Army's Equal Opportunity Program as it relates to the Army Values, Warrior Ethos, and Soldier's Creed. B. Identify the behaviors and actions that violate and support the Army's Equal Opportunity Program. C. Define the Army's Policy on Sexual Harassment as it relates to Army Values, Warrior Ethos and Soldier's Creed. D. Recognize Sexual Harassment and appropriate response strategies in real life situations. E. Identify the Army's Equal Opportunity/Prevention of Sexual Harassment (POSH) Complaint Process. F. Identify Sexual Assault and the Army's Sexual Assault Prevention and Response Program



Army Policy on Equal Opportunity

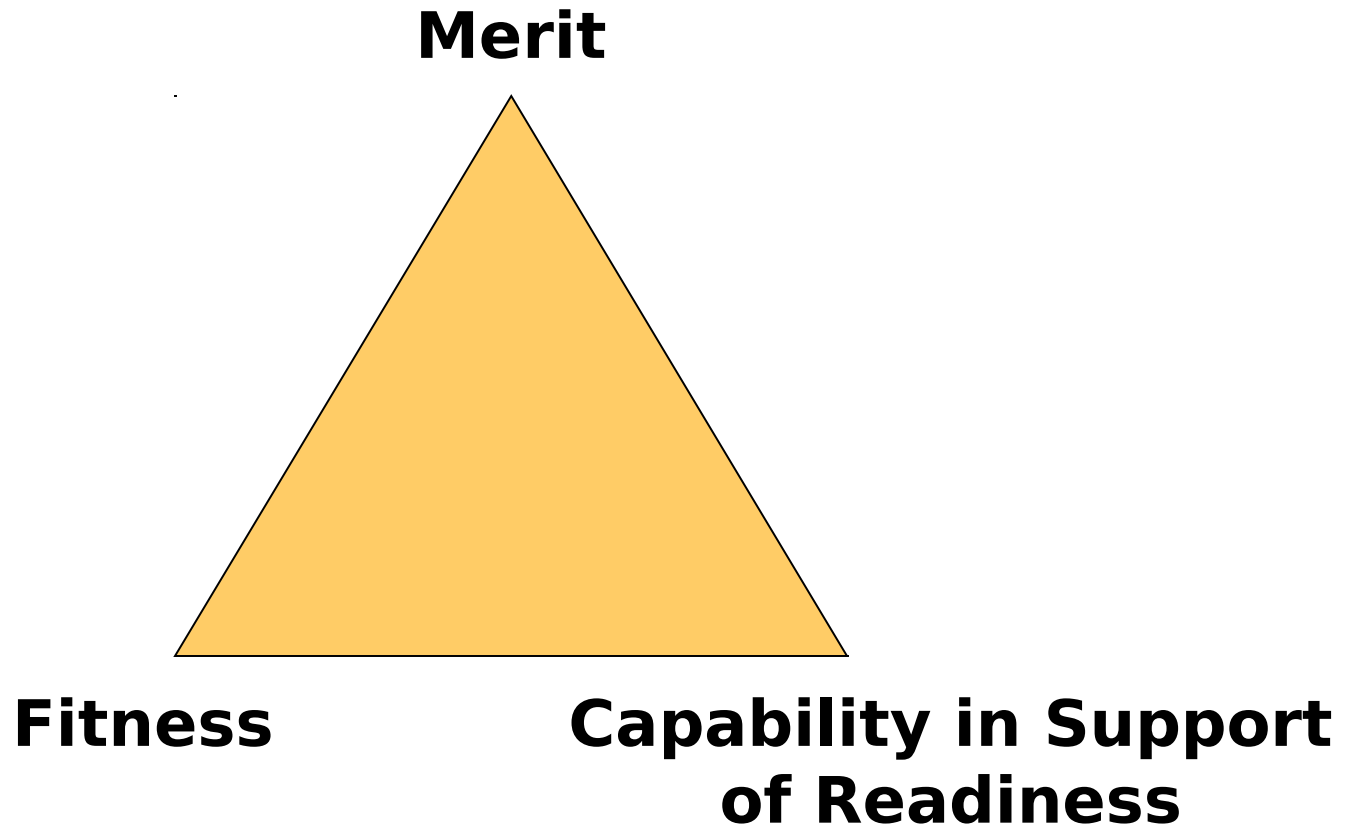
“The U.S. Army will provide equal opportunity and fair treatment for military personnel and family members without regard to race, color, gender, religion, or national origin, and provide an environment free of unlawful discrimination and offensive behavior.”

AR 600-20, Paragraph 6-3



Equal Treatment

Based
on...



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Unlawful Discrimination defined

Unequal treatment based on:

- Race
- Color
- Gender
- Religion
- National origin



Offensive Behavior

Defined by the impact on a reasonable person who feels offended, not by the intent of the offender



When Does the Policy Apply?

Equal Opportunity *is the right of all persons to participate in and benefit from programs and activities (e.g. career, employment, educational, social, etc.) for which they are qualified.*

Policy Applies

- Both on and off post
- During duty and non-duty hours (24/7)
- To working, living, and recreational environments



Army Values and Equal Opportunity

Army Values

- Loyalty
- Duty
- Respect
- Selfless Service
- Honor
- Integrity
- Personal Courage

Equal Opportunity

- Enhances the ability to work effectively as a team
- Shows respect for self and others
- Supports Army Values



Warrior Ethos and Equal Opportunity

Warrior Ethos

- I will always place the mission first
- I will never accept defeat
- I will never quit
- I will never leave a fallen comrade

Equal Opportunity

- Supports mission readiness by impacting unit cohesion
- Supports Army Values
- Strengthens the bond that makes Soldiers willing to die for one another

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Soldier's Creed and Equal Opportunity

Soldier's Creed

- I am a Soldier and a member of a team. I serve the people of the United States and live the Army Values.
- I am disciplined, physically and mentally tough, trained and proficient in my Soldier tasks and drills. I always maintain my arms, my equipment and myself.
- I am an expert and I am a professional.
- I stand ready to deploy, engage, and destroy the enemies of the United States of America in close combat.
- I am a guardian of freedom and the American way of life.
- I am an American Soldier.

Equal Opportunity

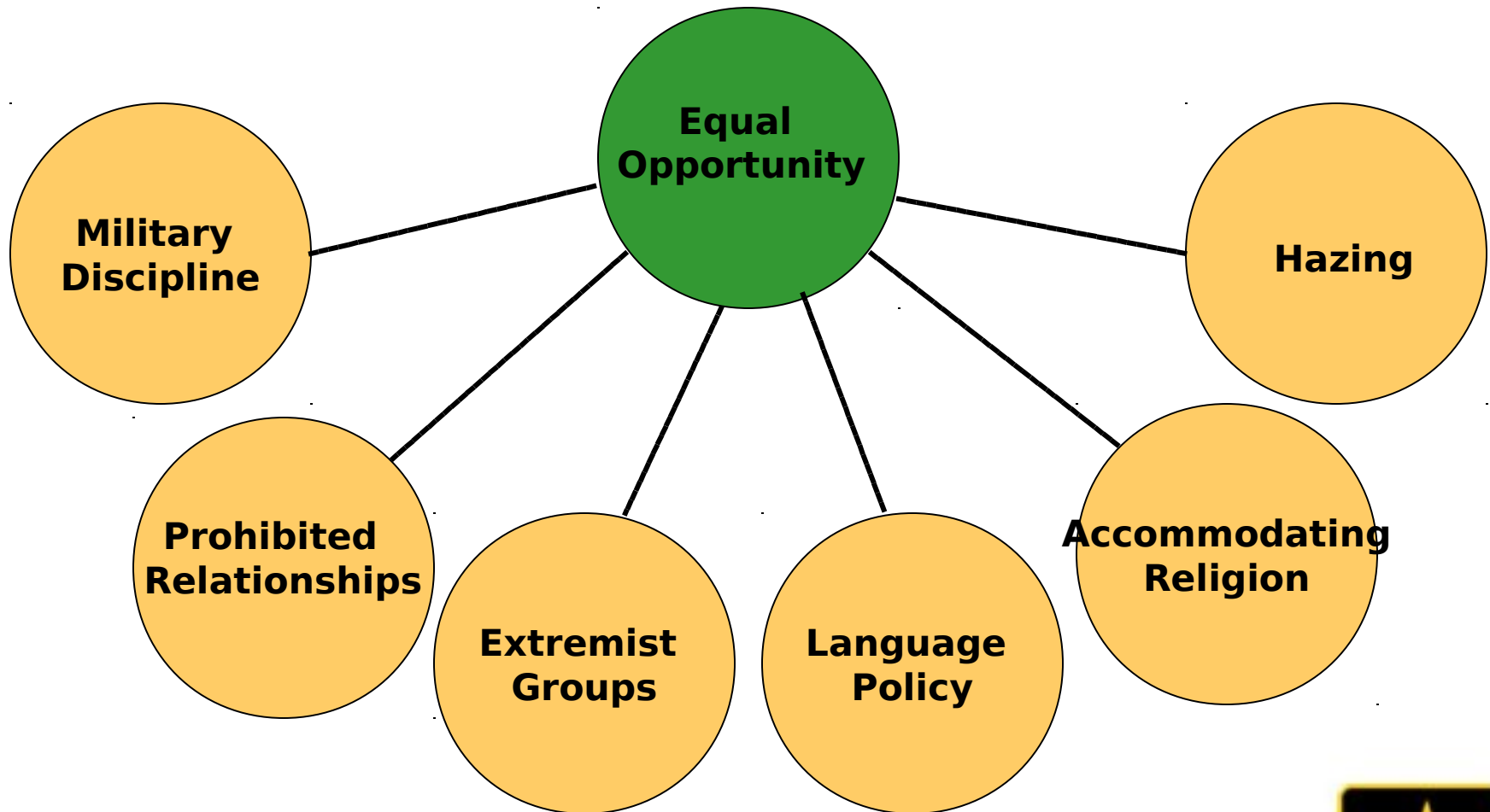
- Supports the ability to work effectively as a team
- Supports discipline
- Supports professional behavior
- Supports readiness
- Supports Army Values

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Six Related Issues



Review: Army EO Program/Values

In this topic you learned:

- Five unlawful discrimination categories: race, color, gender, religion, national origin
- EO Policy is in effect on and off post, during duty and non-duty hours – 24/7
- EO upholds Army Values, Warrior Ethos, and the Soldier's Creed
- Six related issues: military discipline, prohibited relationships, extremist groups, language policy, accommodating religion, hazing

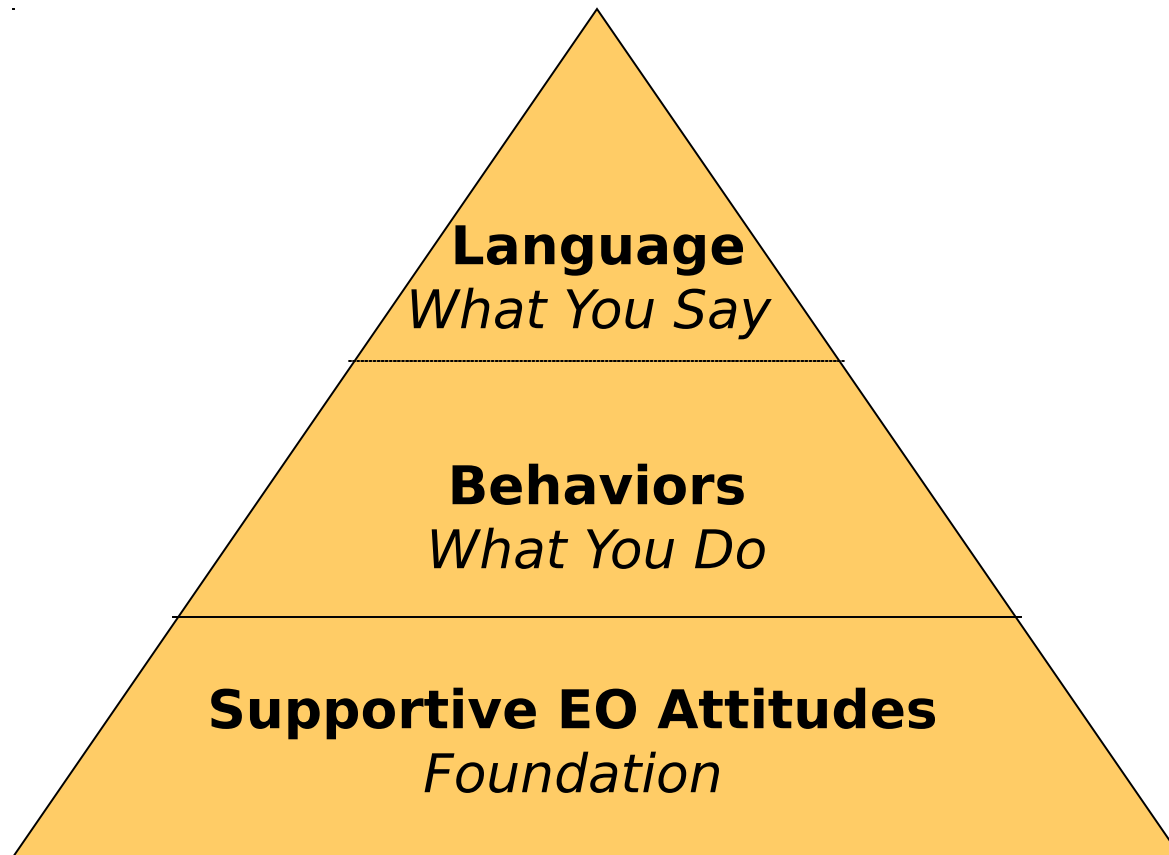


Violations of EO Policy

- Racism
- Sexism
- Prejudice
- Discrimination



Supporting EO Policy



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Review: EO Policy Violation

In this lesson you learned:

- Four types of EO violations
- Behaviors and language are driven by attitudes supporting EO



Army Policy on Sexual Harassment

“...Sexual harassment is unacceptable conduct and **will not be tolerated**. Army **leadership at all levels** will be committed to creating and maintaining an environment conducive to maximum productivity and respect for human dignity. Sexual harassment **destroys teamwork** and negatively affects combat readiness. The Army bases its success on mission accomplishment. Successful mission accomplishment can be achieved only in an environment free of sexual harassment for all personnel. ”

AR 600-20, Paragraph 7-3



Definition of Sexual Harassment

A form of **gender discrimination** that involves unwelcome sexual advances, favors, and other verbal or physical conduct of a sexual nature when:

- Submission or rejection is made a term or condition of a person's job, pay, career
- Submission or rejection is used as a basis for career or employment decisions
- Conduct interferes with an individual's work performance
- Conduct creates an intimidating, hostile, or offensive work environment

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Army Values vs. Sexual Harassment

Army Values

- Loyalty
- Duty
- Respect
- Selfless Service
- Honor
- Integrity
- Personal Courage

Sexual Harassment

- Is a selfish act
- Breaks down the ability to work effectively as a team
- Shows a lack of respect for others
- Is offensive
- Violates Army Values



Warrior Ethos vs. Sexual Harassment

Warrior Ethos

- I will always place the mission first
- I will never accept defeat
- I will never quit
- I will never leave a fallen comrade

Sexual Harassment

- Degrades mission readiness by impacting unit cohesion
- Erodes the bond that makes Soldiers willing to die for one another



Soldier's Creed vs. Sexual Harassment

Soldier's Creed

- I am a Soldier and a member of a team. I serve the people of the United States and live the Army Values.
- I am disciplined, physically and mentally tough, trained and proficient in my Soldier tasks and drills. I always maintain my arms, my equipment and myself.
- I am an expert and I am a professional.
- I stand ready to deploy, engage, and destroy the enemies of the United States of America in close combat.
- I am a guardian of freedom and the American way of life.
- I am an American Soldier.

Sexual Harassment

- Breaks down the ability to work effectively as a team
- Represents a lack of discipline
- Is unprofessional and inappropriate
- Degrades readiness
- Contradicts Army Values

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Types of Sexual Harassment

- Quid pro quo – “this for that” (Latin)
 - Conditions placed on a person’s career in return for sexual favors
- Hostile environment
 - Soldiers or civilians subjected to offensive, unwanted, and unsolicited comments or behaviors of a sexual nature and these behaviors interfere with work performance



Review: Sexual Harassment Policy

- Sexual Harassment is not tolerated
- Sexual Harassment contradicts Army Values, Warrior Ethos, and the Soldier's Creed



Recognizing Sexual Harassment

- Identifying Sexual Harassment Behaviors
- Sexual Harassment Checklist
- Response Strategies



Sexual Harassment Behaviors

- **Verbal**
 - Jokes, sexually explicit profanity, describing physical appearance, terms of endearment
- **Nonverbal**
 - Staring, licking lips suggestively
 - Displaying sexually explicit pictures or screen savers
 - Sexually oriented e-mail, notes, printed material, etc.
- **Physical**
 - Touching, patting, pinching; blocking passage
 - Sexual Assault may be an extreme form



Sexual Harassment Checklist

1. Is the behavior sexual in nature?
2. Is the behavior unwelcome?
3. Have sexual favors been demanded, requested, or suggested?
4. Does the behavior create a hostile or offensive environment?
5. Would a reasonable person of your gender react the same way as you to this incident or behavior?



Five Response Strategies

- Direct Approach
- Indirect Approach
- Third Party Assistance
- Chain of Command
- File a Formal Complaint



Review: Recognizing Sexual Harassment

- There are three behaviors associated with Sexual Harassment; verbal, nonverbal, and physical
- Checklist can assist Soldiers in identifying Sexual Harassment in real life situations
- There are five response strategies available to deal with Sexual Harassment



EO Complaint Process

- Confront the offender
- Inform appropriate officials
- Advise chain of command
- Submit only legitimate complaints



Types of EO Complaints - Informal Complaint

- Any complaint not submitted in writing
- Does not require chain of command intervention
- May be resolved by the individual or with assistance from others
- Confidentiality is possible but not guaranteed
- Not subject to timelines
- Most appropriate for minor infractions



Types of EO Complaints - Formal Complaint

- Must be submitted in writing within 60 days of the alleged offense (DA Form 7279)
- Requires chain of command intervention
- Specific timelines for processing
- Must follow a formal process



Alternative Agencies

- Chain of Command
- Inspector General
- Housing Referral Office
- Judge Advocate General
- Military Police or Criminal Investigator
- Chaplain
- Medical Agency



Formal Complaint Process



Implications for the Complainant

- Reprisal
 - Threatening
 - Intimidation
 - Harassment
- False Allegations



Implications for the Accused

- Administrative Actions
- Mandatory Counseling
- Additional training
- Denial of certain privileges
- Rehabilitative transfer
- Letter of admonishment/reprimand
- Relief for cause
- Adverse performance evaluation
- Bar to reenlistment
- Separation



Legal Action

Criminal prosecution may result if:

- Behavior is not corrected through administrative action
- Behavior violates the Uniform Code of Military Justice



Review: EO Complaint Process

In this lesson you learned:

- Complaint options include informal or formal complaints
- Submit initial complaints at lowest level of command
- Specific process for formal complaints



Army Policy on Sexual Assault

“Sexual assault is a criminal offense that has no place in the Army. It degrades mission readiness by devastating the Army’s ability to work effectively as a team.....It is incompatible with the Army Values and is punishable under the Uniform Code of Military Justice (UCMJ) and other federal and local civilian laws... The Army will treat all victims of sexual assault with dignity, fairness, and respect.”

AR 600-20, Paragraph 8-2

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Army Policy Applies...

- Both on and off post
- During duty and non-duty hours
- To working, living, and recreational environments
- 24 hours a day, seven days a week



Sexual Assault Defined

- **Sexual assault** - intentional sexual contact, characterized by use of force, physical threat or abuse of authority or when the victim does not or cannot consent; sexual assault can occur without regard to gender, spousal relationship, or age
- **Consent** shall not be deemed or construed to mean the failure by the victim to offer physical resistance. Consent is not given when a perpetrator uses force, threat of force, coercion, or when the victim is asleep, incapacitated, or unconscious



Types of Sexual Assault

- Rape
 - Physical force
 - Constructive force
 - Date/acquaintance (non-stranger)
 - Marital (***Family Advocacy Program**)
- Nonconsensual sodomy
- Indecent assault
- Attempts to commit these acts
- Carnal knowledge (***Family Advocacy Program**)



If you Are Sexually Assaulted

Report the incident to one of the following agencies:

- *Sexual Assault Response Coordinator (SARC)
- *Unit Victim Advocate (UVA)
- *Healthcare provider
- *Chaplain
- Chain of Command
- Military Police (MP)
- Criminal Investigation Command (CID)
- Army Community Services (ACS)
- Staff Judge Advocate (SJA)
- Local and State Police
- 911
- Army One Source (AOS)

*Also Restricted Reporting Option

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Review: Sexual Assault Definition and Types

In this topic you learned:

- Sexual Assault Policy (AR 600-20, Chap 8)
- Definition of sexual assault
- Types of sexual assault
- Reporting Agencies



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